



Leading by Example

Leadership Group Membership Requirements

Launched in May 2016, the Leadership Group for Responsible Recruitment is a collaboration between leading companies and expert organisations to drive positive change in the way that migrant workers are recruited. Together, our aim is bold – the total eradication of fees being charged to workers to secure employment within the next ten years.

All members of the Leadership Group are publicly committed to the Employer Pays Principle and its implementation throughout their supply chains. The Leadership Group acts as a vehicle for advocacy and collaboration and serves as a knowledge hub for sharing good practice, tools and guidance in relation to responsible recruitment. To achieve our vision of a world where no worker pays fees to secure employment, we seek to catalyse leadership among an expanding membership base of companies committed to responsible recruitment.

For more information about the Leadership Group and the Employer Pays Principle, visit the Responsible Recruitment Gateway at www.employerpays.org.

As a member of the Leadership Group, you gain:

- Recognition of your company's leadership role in striving to eradicate worker fees from supply chains.
- A platform for individual and collective advocacy to raise standards and drive good practice within and beyond your own industry.
- Leverage with governments by joining a collective call for a better enabling environment for ethical recruitment.
- Access to best practice tools, case studies and guidance on responsible recruitment from across range of industries.
- An opportunity to raise the debate and shape the agenda with leading decision-makers in an effort to maximise scale and impact, including participation in multi-stakeholder Working Groups.

As a member of the Leadership Group, you contribute:

- A commitment to participate in a global collective endeavour to tackle modern slavery.
- Lessons learned, tools, and case studies to add to a growing body of good practice around ethical recruitment.
- Annual updates to the Leadership Group on progress towards implementation of the Employer Pays Principle.

Membership Requirements

1. **Commit** to the Employer Pays Principle with a public policy on eradicating worker fees from supply chains, demonstrating clear progress through systematic due diligence, including ensuring access to effective remedy.
2. **Implement** the Employer Pays Principle by undertaking specific activities in the company's supply chain to include:
 - a. Mapping supply chains for recruitment risk.
 - b. Briefing suppliers and offering specific guidance and training for hiring managers.
 - c. Auditing recruitment practices / agents.
3. **Share** your tools and guidance in the Responsible Recruitment Resource Bank, and contribute to a growing body of good practice.
4. **Report** year-on-year progress in brief written form and at the Annual Leadership Forum on Responsible Recruitment.
5. **Promote** the Employer Pays Principle within your sector and within industry collaborations in which your company participates.
6. **Advocate** for membership of the Leadership Group with large suppliers and industry peers.

Steering Committee

The strategic direction of the Leadership Group is coordinated by a Steering Committee, convened and chaired by IHRB, which comprises a maximum of 12 representatives:

- Three founding expert organisations (non-rotating): the Interfaith Center on Corporate Responsibility, the International Organization for Migration, and Verité.
- A maximum of nine Leadership Group member companies. Up to three of these Steering Committee members will rotate annually, replaced with members nominated from the wider Leadership Group. Each of these Steering Committee members will serve a minimum of 2 years.

The membership requirements for joining the Steering Committee are as above, plus the following additional requirements:

1. **Executive-level advocacy** to raise the profile of responsible recruitment within the business community and with key governments. Steering Committee members will speak on senior global advocacy platforms (including CEO speeches where appropriate) to: (i) challenge the existing flawed recruitment business model; (ii) promote the adoption of the Employer Pays Principle within and across industries; (iii) improve regulation of the recruitment industry.
2. **Operational support** for implementation of the Employer Pays Principle. As Steering Committee companies drive changes within their own supply chains to embed the Employer Pays Principle, they will share good practice tools and guidance which IHRB will develop into an open source Responsible Recruitment Framework to support other companies on a similar journey and contribute to a growing body of good practice. This includes producing a company-specific briefing document explaining responsible recruitment and its importance in preventing forced labour and trafficking in your company's supply chain.
3. **Active participation** in governance and strategic planning of the Leadership Group through in-person Steering Committee meetings twice a year.

Strategic Alliances

The Leadership Group seeks shared platforms and joint advocacy to raise the profile of the Employer Pays Principle and grow the number of 'adopter' companies and membership base of the Leadership Group, contributing towards the 10-year goal of eradication of worker fees.

Industry associations and initiatives

Industry associations play an important role in catalysing collective efforts to raise standards across their sectors. They can be instrumental in supporting the wider adoption of the Employer Pays Principle within their membership and wider industry, as well as advocating with governments for improved regulation of the recruitment industry.

The Leadership Group engages actively with strategic industry allies who have endorsed the Employer Pays Principle with a view to its incorporation into their codes of conduct/membership terms and activities.

Multi-stakeholder initiatives

The Leadership Group aims to work with initiatives that offer a significant opportunity to increase the take-up of Employer Pays Principle and strengthen the advocacy platform across several industry sectors and other important stakeholder groups.